

THE SOURCE

NRC Employee of the Year Ceremony and Length-of-Service Awards Given

Submitted by TyLynne Bauer, Facility Operating Officer



Donna Baumann was honored as NRC's Employee of the Year at ceremonies in Lincoln on October 24, 2012. (Photo: Kris Boe-Simmons)

Twenty-five NRC employees were recognized with length-of-service awards presented at the Norfolk Veterans' Home on October 4, 2012. We thank all of them for their many years of loyalty and contribution to state government, with a combined **500 years** of service!

Congratulations to all!

Please see the following pages for pictures from the award ceremony at the Norfolk Veterans' Home and names of all employees reaching milestone anniversaries. (Photos: Linda Sparr)

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Nebraska Sex Offender Treatment Program

Mission: Providing Sex Offender treatment to prepare for community reintegration while maintaining public safety.

Vision: Helping people rebuild their lives with no more victims.



Tracy Cullin-Culligan — 35 years



Joyce Hoferer — 30 years



Darlene Sunderman — 25 years



John Kelly — 25 years



Dale Clark — 25 years



Michelle Clark — 15 years



Attendees celebrate with Dr. Scot Adams, Director of Behavioral Health.

(Note his cup is only Styrofoam® ...)

35 YEARS

Tracy Cullin-
Culligan
Verlin Redlinger
Kathy Arends

25 YEARS

Dale Clark
Penny Clausen
Darlene Sunderman
Caroline Baumann
John Kelly

15 YEARS

Jay Hledik
Michelle Clark

30 YEARS

Kandice Lange
Patrick Weich
Joyce Hoferer

20 YEARS

Kevin Piske
Margaret Pick
Craig Podany

10 YEARS

Bonnie Long
Laree Kubes
Harriet Coble
Shirley Drahota
Cami Long
Judene Mewis
Penny Buck
Terry Beltz
Shannon Bulau

A portrait of a man with short brown hair and glasses, wearing a grey polo shirt. The shirt has a small logo on the left chest, which appears to be a stylized 'B' inside a circle. He is standing against a plain, light-colored background.

- ## The Source

Avatar Arena — Updates

Submitted by Julie Beutler, Associate Director of Nursing



10/1/12 — We continue to make great progress with Avatar and our goal of an electronic charting system.



Social Work has been dictating their Initial Psychosocial Assessments, and Donna (A-Team member) has been entering them into the Avatar system for close to 7 years. After Donna showed the Social Workers how to access Avatar, they have begun entering their own Annual Psychosocial Assessment Updates. Way to forge ahead, Donna and Dept.!



The physicians have been dictating their H&Ps and Mental Status' for close to 5 years and their Discharge Summaries for the past year, with Patti entering them in Avatar. Good job, Patti!



David (A-Team member) plans to do his next Psychological Assessment directly into Avatar, and the Psychology Dept. has picked November 30th as their start date for everybody doing it that way.

WhooHoo, David!



Kathy A. (A-Team member) is comparing several Avatar Nutritional Assessments and will be deciding which one works best for NRC or deciding on how to tweak one of them to fit our needs.



Barb (A-Team member) will be (re)training RNs & LPNs, between 9/27 and 10/4, on inputting non-medication orders. This is in preparation for our 10/15 thru 10/19 training on Order Entry and eMAR medication administration.



Steve (A-Team member) has been inquiring about an Occupational Therapy Assessment and a Recreational Therapy Assessment vs. an Activity Assessment. Everything takes contemplation, discussion, forethought and planning. Keep marching forward, Steve and O.T. and R.T. Yeah!



Dawn (A-Team member) is working on supplying the units with an additional computer/desk/area for easier access to the Avatar system when we're up and running.

Thanks Dawn!



Is this a GREAT TEAM or what?!?

10/29/12 — First of all - **THANK YOU!!!** for all the hard work and support you showed this past two weeks for the AVATAR Pharmacy and Order Entry go-live project. We are up and running with doctor's orders and med administration on the Avatar system. YEAH TEAM (and that means all of us)!

During the next few weeks we will be fine tuning and fixing issues/problems as they arise.

1. The first thing I want to remind our MHSSs, LPNs, and RNs about is the Physician's Orders And Explanatory Notes form. We will need to continue stamping these and placing them in the charts. The Physician's Order side should be X'd out so they are unusable. The Physician's Explanatory Notes side should be left open for individuals to hand write P-notes when appro-

priate. The yellow 2nd, 3rd, and 4th pages can be pulled and shredded. I believe the 11-7 shift has been responsible for doing this in the past. Thank you, 11-7 shift!

2. Each unit has an Avatar notebook which should have information to help individuals navigate through different areas of Avatar. Each unit needs to locate

this notebook and (maybe) designate a person or a couple people to keep the notebook updated. I have been on several units and the notebooks are already behind where we are with Avatar training. Barb Maas and Dawn Collins have done a wonderful job simplifying and printing easy to follow directions for a number of new processes for us;

eMAR - Using Time Filters, To View Dr.'s Orders, Instructions for Entering Allergies in Avatar, How to Login to Avatar, and Sign on to Avatar. These notebooks all need to have the most current information available for unit staff to reference when necessary.

Please let Julie Beutler know of any Avatar issues you may have.

Scott Shaves Head to Support Brother's Girlfriend

Submitted by TyLynne Bauer, Facility Operating Officer

The cancer is embryonal rhabdomyosarcoma, found as a polyp. It was found on the cervical wall lining of her uterus. She had it as a junior in high school, went through chemotherapy and beat it, but it returned this last year. A hysterectomy was performed to remove the tumor, and she was put on precautionary chemotherapy. As of now she is cancer-free but still has two more treatments to endure. Scott Hoffmann, Security Guard at NRC, and his brothers shaved their heads to show their support for her. Meghan Vogt is a junior in college.

Way to go, Scott!



Employees Leaving NRC

September 26, 2012

Patricia Bethune, RN

September 28, 2012

Julie Redwing, RN

October 13, 2012

Diana Clark, MHSS II

Kudos

Cody Meyer and the Maintenance men were inadvertently omitted in OT's thank you for assistance with the west courtyard gazebo in the last newsletter. The Maintenance department's assistance was greatly appreciated!!

Kandi Lange, OT Supervisor

Ribbon Cutting at NRC Cemetery

Submitted by Kris Boe-Simmons, Clinical Program Manager

A ribbon cutting ceremony was held on Friday, September 28, at the Norfolk Regional Center cemetery for the new memorial garden honoring the people who lived and died at NRC. The cemetery (one of two NRC cemeteries) is located on East Benjamin Avenue, east of the hospital.

"The garden is a way to recognize that the graves at this cemetery represent people who deserve to be remembered and accorded respect," said Scot L. Adams, director of the Division

of Behavioral Health at the Nebraska Department of Health and Human Services.

The new garden includes a monument, a bench and plantings of flowers and bushes on the cemetery grounds. The ribbon cutting and lighting of a candle was followed by a moment of silence. The names of all the people who are buried at NRC's two cemeteries were read aloud, followed by poems written by people with mental illnesses, and a closing prayer.



The Bulletin Board



Dear friends,
Words cannot
express my
astonishment
when I opened
the envelope con-

taining the lovely card and caring sentiments written by so many of you. Your outpouring of support and generous gift have lifted my heart and my spirits as I continue to recuperate from back surgery. I have missed each and every one of you these past few

weeks I've been away.

Ellen Weed



I would like to sincerely thank my RT coworkers (Lisa Weible, Verlin Redlinger and Ron Hampton) for going above and beyond to fill in for me during my recent absence while convalescing from surgery. Words cannot express my gratitude for all they did to keep the library

and 2-East classes running smoothly while I was gone.

Ellen Weed



Thank you to everyone who acknowledged my mother's passing by offering condolences, sending a card, contributing to the memorial gift, etc. It was much appreciated. You are the greatest!

Darlene Porter

Turning Terror Into Exhilaration

By Joe Tye, Values Coach, Inc.



Yesterday I was flying into the Raleigh-Durham Airport so I could spend the day today with the people engaged in one of the most impressive nursing staff retention programs I've ever seen at Vidant Health in Greenville, North Carolina.

On the descent the plane hit some seriously rough air and you could just see the terror in

the faces of the people around me as they held their breaths and clenched the arm-rests with white knuckles.

Then, suddenly, erupted the most incredibly raucous

laughter from a 3-year-old kid several rows back. With every jolt and toss, he shrieked with delight. While the adults on the plane were imagining a fiery death plunge to the earth (**FEAR: Fantasized Evidence Appearing Real**), this kid was having the time of his life on the Delta Roller Coaster Ride.

And you know what? Just like

that the atmosphere on the plane changed. Passengers chuckled and smiled indulgently back at this little whirlwind of joy who was teaching us that life should be an adventure, not a series of chores, and that the best response to unexpected turbulence is unrestrained laughter.

The physical symptoms of terror and exhilaration are identical: racing heart, shallow breathing, sweaty palms, wide open eyes. The only distinction is the name we choose to give to those symptoms.

Sometimes it takes a small child to remind us of the things that we ourselves once knew but have long since forgotten.

"Since life is frightening, without courage it would be unbearable. Courage rallies our spirits dozens of times daily. But even when we face down our fears — and you would be amazed how often we succeed in doing precisely that — we are still more conscious of our cowardice than of our courage. We feel the fear over which we triumph at the very moment of triumph itself, yet rarely do we actually feel courage. We rally to its call, but we don't *feel* it. What courageous people feel is fear: It is what soldiers feel. And expectant mothers. And awkward teenage boys when they ask a girl out on a date. In fact, it is what all of us feel in a hundred little ways every day of our lives. We feel frightened and demonstrate courage."

- Forrest Church: *Freedom from Fear*

This Ain't No Fish Story — Snagging Paddlefish

Submitted by Michelle Clark, OT Activity Assistant



opening their mouths, and their gills filter zooplankton from the water. They have no teeth and can be caught by snagging a hook into their tail or body. Due to overharvesting, a person has to apply for a tag for only one fish.

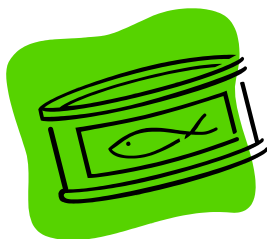
I caught this fish just off the bank below Gavins Point Dam on October 17, 2012. It took a little while to bring him in! Previously I snagged a 20" walleye, a carp, a wiper and a few smaller paddlefish. It was a lot of fun! Paddlefish must be under 35" or over 45" to harvest, measuring from the fish's eye to the notch in its tail. My fish was 48" and weighed 55 pounds. It took a few of us to haul it up the rocks! My paddlefish was a "baby" compared to the Nebraska state record, which is 107 pounds and around 40 years old.

Paddlefish are a pre-historic fish. They are one of the most important fish for freshwater caviar. I like to eat the meat instead — I call it "poor man's lobster." Paddlefish feed by

I have seen a photo of a huge grain wagon full of paddlefish which were used for a fish fry for the Crofton Golf Course during 1960. (Two people filled this in one hour.)

Nutrition Nuggets

Submitted by Julie Beutler, Associate Director of Nursing



- Tuna accounts for 39 percent of the mercury in the U.S. diet. Choosing light over albacore can cut your methylmercury risk by two-thirds.
- People who eat with nap-

kins in their laps tend to have lower body mass indexes.

- Cut out 96 calories from your daily diet and you'll be 10 pounds lighter one year from today.
- Coffee is by far the richest source of antioxidants in the American diet. (Cream and sugar

turn a 10-calorie cup of coffee into an 80-calorie cup. Do that once a day and gain 7 pounds in a year.)



6 Tips for Nurses Using Social Media

Submitted by TyLynne Bauer, Facility Operating Officer



Social networks and the Internet provide unparalleled opportunities for rapid knowledge exchange and dissemination among many people, but this exchange does not come without risk. Nurses and nursing students have an obligation to understand the nature, benefits, and consequences of participating in social networking of all types. Online content and behavior has the potential to enhance or undermine not only the individual nurse's career, but also the nursing profession.

ANA's Principles for Social Networking

1. Nurses must not transmit or place online individually identifiable patient information.
2. Nurses must observe ethically prescribed professional patient-nurse boundaries.

3. Nurses should understand that patients, colleagues, institutions, and employers may view postings.
4. Nurses should take advantage of privacy settings and seek to separate personal and professional information online.
5. Nurses should bring content that could harm a patient's privacy, rights, or welfare to the attention of appropriate authorities.
6. Nurses should participate in developing institutional policies governing online conduct.

6 Tips to Avoid Problems

1. Remember that standards of professionalism are the same online as in any other circumstance.
2. Do not share or post information or photos gained through the nurse-patient relationship.
3. Maintain professional boundaries in the use of electronic media. Online contact with patients blurs

this boundary.

4. Do not make disparaging remarks about patients, employers, or co-workers, even if they are not identified.
5. Do not take photos or videos of patients on personal devices, including cell phones.
6. Promptly report a breach of confidentiality or privacy.

References:

American Nurses Association. (2011, September). Principles for social networking and the nurse. Silver Spring, MD: Author.

National Council of State Boards of Nursing. (2011, August). White Paper: A nurse's guide to the use of social media. Chicago, IL: Author.

www.NursingWorld.org



Answers to “Triplets” Puzzle (in September issue)

Submitted by Susie Kohlhof, Human Services Treatment Specialist

- | | | |
|-----------------------------------|--|-------------------------------------|
| 1. SUN — MOON, STARS | 14. PAST — PRESENT, FUTURE | 25. TRAINS — PLANES, AUTO-MOBILES |
| 2. READY — SET, GO | 15. HERE — THERE, EVERY-WHERE | 26. SHADRACH — MESHACH, ABEDNEGO |
| 3. KNIFE — FORK, SPOON | 16. EAR — NOSE, THROAT | 27. LARRY — CURLY, MOE |
| 4. HOOK — LINE, SINKER | 17. YESTERDAY — TODAY, TOMORROW | 28. HUEY — DEWEY, LOUIE |
| 5. LOCK — STOCK, BARREL | 18. ME — MYSELF, I | 29. BLONDES — BRUNETTES, RED HEADS |
| 6. FAITH — HOPE, CHARITY | 19. GOING — GOING, GONE | 30. SNAP — CRACKLE, POP |
| 7. STOP — LOOK, LISTEN | 20. THIS — THAT, THE OTHER (THING) | 31. BEG — BORROW, STEAL |
| 8. MAN — WOMAN, CHILD | 21. PETER — PAUL, MARY | 32. KUKLA — FRAN, OLLIE |
| 9. MORNING — NOON, NIGHT | 22. PATTY — MAXENE, LAVERNE | 33. WYNKEN — BLYNKEN, NOD |
| 10. TOM — DICK, HARRY | 23. RED — WHITE, BLUE | 34. NINA — PINTA, SANTA MARIA |
| 11. HEALTHY — WEALTHY, WISE | 24. KENTUCKY DERBY — PREAKNESS, BELMONT STAKES | 35. LIONS — TIGERS, BEARS (OH, MY!) |
| 12. HOP — SKIP, JUMP | | |
| 13. READING — WRITING, ARITHMETIC | | |

Who Is This Calling?



The local high school has a policy that the parents must call the school if a student is to be absent for the day. Kelly (name changed to protect the guilty), deciding to skip school and go to the mall with her friends, waited until her parents had left for work and called the school

herself. This is the actual conversation of the telephone call.

Kelly: “Hi, I’m calling to report that Kelly so-and-so is unable to make it to school today because she is ill.”

Secretary at high school: “Oh, I’m sorry to hear that. I’ll note her absence. Who is this calling?”

Kelly: “This is my mother.”

**THANKSGIVING
2012**

NOVEMBER 22



Autumn at NRC

Photos submitted by Steve Johnson, Mental Health Practitioner II

The long, hot summer produced some beautiful tree color on the NRC campus this fall, as demonstrated in these shots taken by Steve Johnson, NRC Mental Health Practitioner II.



Thanks for sharing,
Steve!!

Autumn Recipes

Submitted by TyLynne Bauer, Facility Operating Officer



AUTUMN APPLE MILKSHAKE

14 oz. can sweetened condensed milk	1/2 tsp. apple pie spice
1 c. applesauce	3 c. crushed ice
1/2 c. apple cider	Garnish: cinnamon

In a blender, combine all ingredients except ice and cinnamon. Gradually add ice, blending until smooth. Garnish with cinnamon. Serves 4-6.

MAPLE-TOPPED SWEET POTATO SKINS



- | | |
|-------------------------------|---|
| 6 sweet potatoes | 2 tsp. ground ginger, divided |
| 1/2 c. cream cheese, softened | 2 c. chopped walnuts or pecans |
| 1/4 c. sour cream | 3 T. butter, softened |
| 2 tsp. cinnamon, divided | 1/4 c. brown sugar, packed |
| 2 tsp. nutmeg, divided | Garnish: warm maple syrup,
additional nuts |

Pierce potatoes with a fork. Bake at 400° or microwave on high until tender; cool. Slice potatoes in half lengthwise, scoop out baked insides, keeping skins intact. Place potato skins on an ungreased baking sheet. Mash baked potato in a bowl until smooth; add cream cheese, sour cream and 1 teaspoon each of spices. Mix well and spoon into skins. In a bowl, mix nuts, butter, brown sugar and remaining spices; sprinkle over top. Bake at 400° for 15 minutes. Drizzle with warm maple syrup; garnish as desired. Makes one dozen.

PUMPKIN CHOWDER WITH BACON

- | | |
|--|--|
| 1/2 lb. bacon, diced | 2 potatoes, peeled & cubed |
| 2 c. onion, chopped | 4 c. chicken broth |
| 2 tsp. curry powder | 1 c. half-and-half |
| 2 T. flour | salt and pepper to taste |
| 1 lb. pie pumpkin, peeled,
seeded and chopped | Garnish: toasted pumpkin
seeds, sliced green onions |

Brown bacon in a stockpot over medium heat for 5 minutes; add onion. Sauté for 10 minutes; add curry powder and flour, stirring until smooth and creamy, about 5 minutes. Add pumpkin, potatoes and broth; simmer until pumpkin and potatoes are tender, about 15 minutes. Pour in half-and-half; season with salt and pepper. Simmer for 5 minutes; do not boil. Spoon into soup bowls; garnish with pumpkin seeds and green onions. Serves 6.



**DHHS - NORFOLK
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The Source is an employee newsletter written by the employees and published monthly for the employees within the Norfolk Regional Center. Articles and ideas for publication are always welcome and can be forwarded to any member of the Editorial Board.

It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed, but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter!

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NO-BAKE PUMPKIN-BUTTERSCOTCH PIE



8 oz. frozen whipped topping,
thawed

1 c. canned pumpkin

1 tsp. pumpkin pie spice

9" graham cracker crust

sm. pkg. instant butterscotch
pudding mix

1/4 c. brown sugar, packed

2 T. brewed coffee, cooled

Stir together whipped topping, pumpkin and dry pudding mix. Add brown sugar, spice and coffee; stir briskly for 2 minutes. Spoon mixture into crust. Cover and refrigerate for at least 2 hours before serving. Serves 6-8.